



Diversity's Promise for Higher Education: Making It Work

By Daryl G. Smith

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Daryl G. Smith's career has been devoted to studying and fostering diversity in higher education. She has witnessed and encouraged the evolution of diversity from an issue addressed sporadically on college campuses to an imperative if institutions want to succeed. In *Diversity's Promise for Higher Education*, she analyzes how diversity is practiced today and offers new recommendations for effecting lasting and meaningful change.

Smith argues that in the next generation of work on diversity, student population mix and performance will no longer be acceptable indicators of an institution's diversity effectiveness. To become more relevant to society, the nation, and the world while remaining true to their core mission, institutions must begin to see diversity, like technology, as central to teaching and research. She proposes a set of practices that will help colleges and universities embrace diversity as a tool for institutional success.

This thoughtful volume draws on 40 years of diversity studies. It offers both researchers and administrators an innovative approach to developing and instituting effective and sustainable diversity strategies.

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Editorial Review

Review

This book frames a comprehensive approach to diversity that shifts the emphasis from individuals to institutions. The author pushes us past our assumptions and safe ways of seeing difference and inclusion. It is tantamount to a paradigm shift for the entire diversity field. It is a most significant piece of work for this century.

(Yolanda T. Moses, University of California, Riverside)

An important contribution for its succinct and persuasive framing of diversity as more than an afterthought but as an essential and primary lens through which to view our institutional work education... This text unequivocally and strategically frames the implementation of our contemporary diversity imperative.

(Ryan P. Barone & Sue A. Saunders *Journal of College Student Development*)

A valuable resource in offering a multifaceted approach for colleges and universities to follow in seeking to make diversity efforts constitute a core part of institutional functioning... Smith offers a very useful work that is accessible to a more general audience, including higher education administrators, as well as of value to scholars specializing in diversity issues.

(Neal Hutchens *Teachers College Record*)

This book provides guidance for advisors interested in developing a stronger understanding of diversity related topics and provides the stimulus for meaningful discussions about methods that enhance the institutional climate for multiple student groups.

(Adrian H. Huerta *NACADA Journal*)

A must-read for anyone working in higher education... This book offers a deep, broad, and forward-looking approach to making *Diversity's Promise for Higher Education* a closer, rather than a distant reality.

(Christine A. Stanley *Review of Higher Education*)

Each generation is becoming more diverse than the previous, that being said, even you that teach in rural or suburban communities will benefit from this book.

(*Kick Ass Book Reviews*)

A groundbreaking text that highlights diversity's crucial role as a driving force for change in higher education.

(Teaching Theology and Religion)

From the Back Cover

Daryl G. Smith has devoted her career to studying and fostering diversity in higher education. She has encouraged the evolution of diversity from an issue addressed sporadically on college campuses to an imperative if institutions want to succeed. In *Diversity's Promise for Higher Education*, she draws on forty years of studies from a wide variety of fields to outline the next generation of diversity efforts for building institutional capacity for excellence in a pluralistic democracy while bringing about lasting and meaningful change.

This thoughtful volume gives researchers and administrators the tools they need to develop and institute innovative, effective, and sustainable diversity strategies.

"Unequivocally and strategically frames the implementation of our contemporary diversity imperative."—
Journal of College Student Development

"A must-read for anyone working in higher education... This book offers a deep, broad, and forward-looking approach to making *Diversity's Promise for Higher Education* a closer, rather than a distant, reality."—
Review of Higher Education

"Offer[s] a multifaceted approach for colleges and universities to follow in seeking to make diversity efforts constitute a core part of institutional functioning."— *Teachers College Record*

"Provides guidance for advisors interested in developing a stronger understanding of diversity-related topics and provides the stimulus for meaningful discussions about methods that enhance the institutional climate for multiple student groups."— *NACADA Journal*

About the Author

Daryl G. Smith is a professor of education and psychology at Claremont Graduate University and author or coauthor of a number of books and articles, including *Achieving Faculty Diversity: Debunking the Myths*; *Making a Real Difference with Diversity: A Guide to Institutional Change*; *Assessing Diversity on College and University Campuses*; *The Challenge of Diversity: Involvement or Alienation in the Academy?*; and *A Diversity Research Agenda: What More Do We Need to Know?*

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